General Assembly

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Sixtieth session
Agenda item 129

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/60/603)*]

60/238. Human resources management

The General Assembly,

Recalling Articles 8, 97, 100 and 101 of the Charter of the United Nations,

Recalling also its resolutions 49/222 A and B of 23 December 1994 and 20 July 1995, 51/226 of 3 April 1997, 52/219 of 22 December 1997, 52/252 of 8 September 1998, 53/221 of 7 April 1999, 55/258 of 14 June 2001, 56/280 of 27 March 2002, 57/305 of 15 April 2003, 58/296 of 18 June 2004 and 59/266 of 23 December 2004, as well as its other relevant resolutions and decisions,

Having considered the reports of the Secretary-General[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2] the report of the Office of Internal Oversight Services on the availability in local labour markets of the skills for which international recruitment for posts in the General Service category takes place[3] and the report of the Joint Inspection Unit entitled "Review of headquarters agreements concluded by the organizations of the United Nations system: human resources issues affecting staff"[4] and the comments of the Secretary-General and the United Nations System Chief Executives Board for Coordination thereon,[5]

I

Composition of the Secretariat

1. *Requests* the Secretary-General to ensure that the highest standards of efficiency, competence and integrity serve as the paramount consideration in the employment of staff, with due regard for the principle of equitable geographical distribution, in accordance with Article 101, paragraph 3, of the Charter of the United Nations;

[1] A/59/716, A/59/724, A/C.5/59/L.34, A/60/174, A/60/262, A/60/310, A/60/365 and A/C.5/60/L.2.

[2] A/59/786.

[3] See A/59/388.

[4] See A/59/526.

[5] See A/59/526/Add.1.

2. *Notes* that key human resources management targets are not being met by many departments;

3. *Also notes* the establishment of the Management Performance Board to replace the Accountability Panel as well as the functions and composition of the Board;[6]

4. *Requests* the Secretary-General to submit to the General Assembly for consideration at its sixty-first session a report on the activities of the Management Performance Board since its inception, including how it has met the request of the General Assembly, contained in section I, paragraph 10, of its resolution 59/266, that the internal system of accountability with respect to human resources policies and objectives be strengthened in order to hold programme managers accountable for their performance in achieving the objectives contained in human resources action plans;

5. *Notes* that, owing to projected retirements, many Member States may become unrepresented and underrepresented during the period 2005–2009, and requests the Secretary-General to urgently take steps to address this matter;

6. *Recalls* section IV, paragraph 8, of its resolution 59/266, and reiterates its request that the Secretary-General include an analysis of the level of underrepresentation in his report on the composition of the Secretariat;

7. *Requests* the Secretary-General to provide to the General Assembly at its sixty-first session an assessment of recruitment to P-2 and P-3 posts, including the effect of the national competitive examinations and, if relevant, recommendations on how to improve this method of recruitment;

II

Amendments to the Staff Regulations and Rules

1. *Approves* the amendments to the Staff Regulations of the United Nations[7] contained in the annex to the present resolution;

2. *Takes note* of the amendments to the Staff Rules;[8]

III

Other matters

1. *Requests* the Secretary-General to report to the General Assembly at its sixty-first session on the practice of United Nations staff members having to renounce permanent residence status in a country outside the country of their nationality, including cases where staff members have been exceptionally authorized to retain permanent residence status in accordance with section 5.7 of the administrative instruction entitled "Visa status of non-United States staff members serving in the United States, members of their household and their household employees, and staff members seeking or holding permanent resident status in the United States",[9] and the criteria used in making such exceptions;

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[6] See ST/SGB/2005/13.

[7] See A/60/365.

[8] See A/60/174.

[9] ST/AI/2000/19.

2. *Also requests* the Secretary-General to report to the General Assembly at its sixty-first session on the implementation of the regulations governing the status, basic rights and duties of officials other than Secretariat officials and experts on mission, adopted in its resolution 56/280.

69th plenary meeting
23 December 2005

Annex

Amendments to the Staff Regulations

Regulation 1.2
Conflict of interest

For paragraph (n), substitute

(*n*) All staff members at the D-1 or L-6 level and above shall be required to file financial disclosure statements on appointment and at intervals thereafter as prescribed by the Secretary-General, in respect of themselves, their spouses and their dependent children, and to assist the Secretary-General in verifying the accuracy of the information submitted when so requested. The financial disclosure statements shall include certification that the assets and economic activities of the staff members, their spouses and their dependent children do not pose a conflict of interest with their official duties or the interests of the United Nations. The financial disclosure statements will remain confidential and will only be used, as prescribed by the Secretary-General, in making determinations pursuant to staff regulation 1.2 (*m*). The Secretary-General may require other staff to file financial disclosure statements as he deems necessary in the interest of the Organization.

Regulation 10.2

For the existing text, substitute

The Secretary-General may impose disciplinary measures on staff members whose conduct is unsatisfactory.

Sexual exploitation and sexual abuse constitute serious misconduct.

The Secretary-General may summarily dismiss a member of the staff for serious misconduct.